



TENT

Tent Partnership for Refugees in the Netherlands

Working group call
November 14, 2024





Canada
Colombia
Mexico
United States

France
Germany
Netherlands
Poland
Spain
Sweden
United Kingdom

Our mission

Tent mobilises the business community to connect refugees to work at scale — the most important milestone to successfully integrating in their new communities

We have worked with companies to help integrate hundreds of thousands of refugees into the labor market



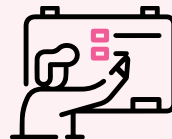
Hiring

Hire and integrate refugees into employers' workforces



Connecting to work

Connect refugees to work through clients or contingent workforces



Training

Help refugees gain skills and job readiness to enter labor market



Mentoring

Support refugees through employee-led mentorship initiatives

The Netherlands is
home to hundreds
of thousands of
refugees and
asylum seekers



The Netherlands is hosting

132,000 refugees

predominantly from Syria, Eritrea, Somalia, and Afghanistan



In addition to

118,000 refugees

from Ukraine



40,000 asylum seekers

awaiting status



Displaced people in the Netherlands, including Ukrainians, are eligible to work legally

- People granted refugee status are given a five-year temporary residence permit and the legal right to work.
- Ukrainians in the Netherlands benefit from the Temporary Protection Directive
- Companies do **not** need to sponsor work authorization for refugees
- **Asylum seekers** can work after a 6-month waiting period and require a permit that the employer applies for



What are Tent's country coalitions?

Tent's coalitions are a business network of companies, actively involved in refugee hiring and mentoring. We have launched coalitions in countries like Germany, France, Spain, the UK, and the U.S.

Our coalitions:

- Are a network of like-minded companies that will meet regularly in-person and virtually to learn from and inspire each other at the local level
- Are a mechanism to foster peer-to-peer conversations among companies
- Will help surface common challenges and brainstorm solutions



Tent Nederland will...

- ▲ Focus on refugee hiring at scale
- ▲at all skill levels
- ▲ Train
- ▲ Provide research
- ▲ Connect
 - To like minded companies
 - To refugees, through
 - NGOs
 - Staffing agencies
 - Job fairs, mentoring
- ▲ Support communication

...all of this, free of charge

A preview of companies that have already confirmed membership of Tent Nederland



Public launch on April 7, 2025

Recap – How Tent supports refugee hiring



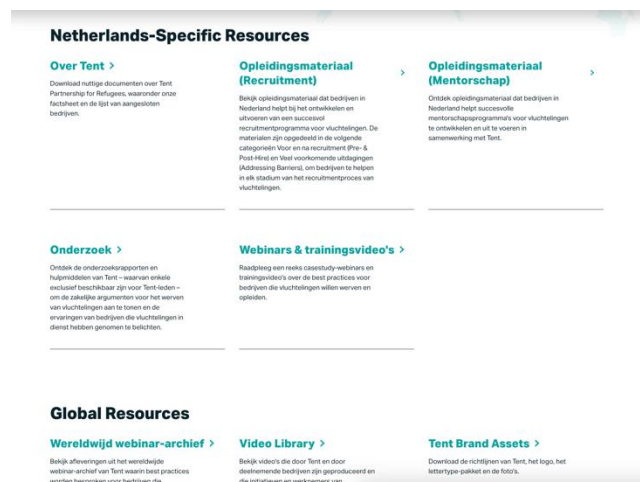
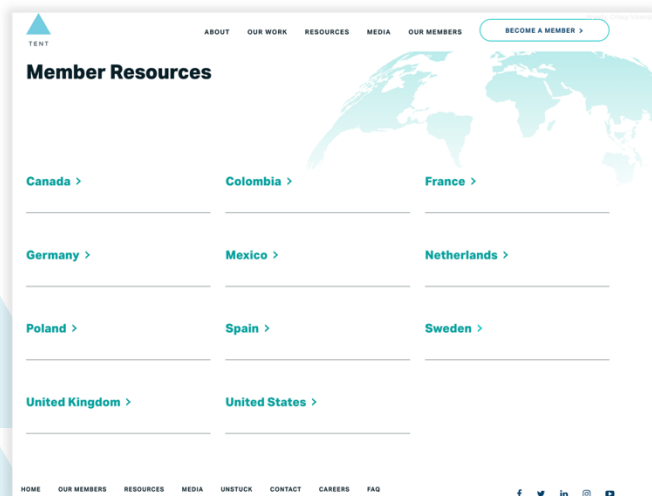
- ▲ Advise you on locations to start hiring based on your labour needs
- ▲ Advise you on roles refugees could fill
- ▲ Set up successful structure for a hiring programme
- ▲ Train your HR teams on how to tailor your recruitment process
- ▲ Advise on how to overcome challenges like language gaps and transportation
- ▲ Connect you to best-in-class NGOs, staffing agencies, and hiring fairs to find refugee talent



Members' Hub: your source of information



The Members' Hub is a members-only portal with access to guides, best practice toolkits and training materials to support your refugee integration programs



Coming up

29 Jan 2025

Refugee Job Fair in collaboration with Indeed

In-person job fair in the Amsterdam Arena

6 Feb 2025

Working Group Call 2, topic TBD

Online webinar

7 April 2025

Tent Nederland Launch Event

In-person launch event for Tent Nederland coalition members and stakeholders

Next steps

1

**Join Tent
Nederland!
(if you have not
confirmed
participation yet)**

2

**Share overall
hiring volume on
a yearly basis**

3

**Confirm
Members' Hub
access and
discover content**

4

**Register for the
Refugee Job Fair
on January 29**